

ASSOCIATION OF FLIGHT ATTENDANTS COMMUNICATION WORKERS OF AMERICA HAWAIIAN AIRLINES FLIGHT ATTENDANTS

NAVIGATING CHANGE

Version 40, June 10, 2022

[a notation for changes and the date of change will be noted in brackets] *** Please see editing change on page 2

All new changes will be added to this page. We will incorporate them into the next updated version of this document. We hope this makes it easier for you to see what is added.

ANGEL NETWORK CHARITIES - ANC is a 501 (c3) non-profit organization providing food and services to those in need. ANC's foodbank serves the elderly, families, children, individuals and people who financially struggle to make ends meet by providing perishable and non-perishable food items. ANC participates in the Ohana Produce Program distributing perishable food items such as fresh fruits and vegetables, baked goods, dairy products, cereal, snack foods and beverages.

Pantry Days:

The 1st and 3rd Thursday of each month from 1:00 to 3:00 for fresh produce distribution. Every Friday from 10:00 to 12:00 for canned goods. https://www.angelnetworkcharities.org/community-resources

LANIKILA MEALS ON WHEELS

As Oahu's largest and only island-wide meal delivery service for seniors, we believe that food is more than nourishment – it brings us together. But it's not the only way to connect with one another. At Lanakila Meals on Wheels, we are committed to ensuring no kupuna goes hungry or feels lonely. From home-delivered meals to virtual gathering spaces, our variety of services lift seniors up and into the community. <u>https://www.lanakilapacific.org/mealsonwheels</u>

FREE COVID-19 TESTING: COUNTIES

Each county is providing free COVID-19 testing. Visit the county pages below for community testing events. <u>https://health.hawaii.gov/coronavirusdisease2019/testing-locations/</u>

FREE COVID-19 TESTING: CVS at 320 Ward Ave, Honolulu, HI

CVS Health is offering no-cost COVID-19 testing in your community. No insurance required.

Rapid Results - From the collection of the swab to the delivery of the results, this process will generally get results within hours. COVID-19 rapid testing offered at select locations. <u>https://www.cvs.com/minuteclinic/clinic-locator/covid-19-testing/honolulu-covid-rehi.html</u>

Dear Flight Attendants -

We worked on this guide as a resource to help you through the weeks and months ahead. By reviewing and discussing other labor groups' programs, we created this for our Flight Attendant membership. After our initial email blast, this guide will be posted on our hawaiianafa.org website. We recognize that there may be other resources and information that could help. Should you come across anything that may be useful, please do not hesitate to let us know. We will update the information as some details may change over time.

In Unity,

the Mobilizing Outreach Board (MOB) Team Junior Avei, Keola Wheeler, Andrew Ferreira, Kawehi Apo, and Pono Hiram-Macdonald The following are suggested steps you may want to consider as we plan for uncertainty in the airline industry and world. Know your benefits and what is available to you!

STEP 1: CHART YOUR COURSE AND MAINTAIN A POSITIVE ATTITUDE

Ensure Hawaiian Airlines has your current contact information

An Ultipro link and guide are found on the IFS website. You need to log into your account to access this information.

Ensure AFA has your updated contact information

Contact our Membership Team: membership@hawaiian43.org

Ensure you are in good standing with AFA

For membership inquiries regarding being in good standing with the AFA, please continue to reach out to Kerri Chow. Please provide your employee number along with your other information when inquiring about being in good standings. If Kerri is unable to answer your question, she will usually inquire with International on your behalf. You can also email our MEC membership <u>here!</u>

STEP 2: REVIEW YOUR DIRECTION

Review your Hawaiian Airlines benefits.

How long will they last? How much will they cost? Are they portable? What are my other options? Health – HMSA, Kaiser Permanente, other Dental – Hawaii Dental Service (HDS) Vision Plans Retirement/401K – Empower Retirement, if applicable National Group Protection (NGP), if applicable

STEP 3: DEVELOP YOUR ACTION PLAN

Create a budget- eliminate unnecessary expenses and stick to it

- Identify the amount of money you have coming in: savings, assets, unemployment insurance, loans, grants, etc.
- Track your spending; list all current and short-term expenses. Don't forget to include necessary medical, dental, and drug expenses.
- Make a plan for your current and future expenses.
- Reach out to your loan institution to request a deferral of loan payments, if possible.
- Reach out to your credit card companies and ask for deferral/adjustments of payments.
- Review union discounts and savings here!

STEP 4: STAY INFORMED

- Get your facts through the AFA leadership or directly from the Company.
- Stay updated referring to websites and official/professional communications.
- Be realistic about social media sometimes messages can get misinterpreted.

STEP 5: STAY HEALTHY

- Determine a plan to mitigate stress.
- Seek out professional resources to help manage stress.
- Learn more about the AFA and CWA resources available for members.
- Reach out to our AFA Employee Assistance Program (EAP) or company Life Matters Program (<u>mylifematters.com</u>, password: HAL1)

STEP 6: TAKE CARE OF YOUR `OHANA

- Solidify a plan to take care of your 'ohana.
- Help is nearby if things prove to be difficult, reach out to a counselor or therapist.
- Have open discussions with your family about company and career changes. They may experience their own life changes and are directly affected by your work situation.

EMPLOYEE SUPPORT

AFA-CWA EMPLOYEE- [Click Here!] [EAP International Hotline: 800-424-2406]

"The AFA EAP helps members, their families and partners deal with concerns on and off the job that affect them. The AFA EAP is strongly committed to the health, safety, and well-being of all of its members."

HA AFA WEBSITE LINK: Click Here!

EAP INTERNATIONAL HOTLINE: (800) 424-2406

FLIGHT ATTENDANT DRUG & ALCOHOL PROGRAM (FADAP) - [Click Here!]

2020 has been an incredibly tough year for everyone. The level of changes and uncertainty in the airline industry have been historical. As you navigate these challenging times, protecting or achieving sobriety can be difficult. **Newly added Virtual Recovery Programs see page 11.**

This website is available to all flight attendants, no matter what status you currently hold-active, furloughed, or even if you are on a leave status. FADAP is a substance-abuse prevention program, created and promoted for and by the flight attendant profession and funded by the FAA. Throughout this site you will find stigma free information on substance use, abuse and dependence. Read More About FADAP. Download the app <u>by clicking here!</u> Or call our confidential 24/7 Helpline: 835-33FADAP

WINGS OF SOBRIETY

Social connections and support are critical to the day-to-day management of recovery. The continued pandemic has been a challenge to the familiar in-person support group meetings and recovery activities that we have come to rely upon. Luckily, there are alternatives. Here is a link to a tip sheet that offers information on virtual and telephonic recovery resources Telephonic and Virtual <u>Resources and Tips Sheet</u>. Meetings are open to all Flight Attendants who are exploring their need for or seeking recovery from substance use disorders. Meeting times are scheduled on Wednesday at 3:00 pm EST and Sunday at 5:00 pm EST. Each meeting will last between forty-five (45) minutes to one (1) hour. The conference call in number is 1-855-544-2320.

COMPANY EAP, LIFE MATTERS - [Click Here! Password: HAL1 (800) 634-6433 or text "Hello" to 61295] LifeMatters assists with stress and anxiety, legal and financial concerns, relationships, substance abuse, and other concerns. This resource is available to all Hawaiian Airlines employees. Life Matters offers caring professionals who are available 24/7/365 to help address concerns both big and small.

FINANCIAL RESOURCES

National Foundation for Credit Counseling - [Click Here!]

"If you are experiencing financial trouble due to COVID-19, we have a new program for you! We can help you skip one to three months of payments with most of your creditors."

GOVERNMENT PROGRAMS

COVID PAU - a Project of the Hawai'i COVID Collaborative - [Click Here!]

COVID Pau turns data into knowledge and knowledge into action so we can get the virus under control. Launched by the Hawai'i COVID Collaborative, a hui of private businesses and nonprofit organizations, COVID Pau will help fulfill the unmet need in public health information.

Continuation of Health Coverage (COBRA) - [Click Here!]

"The Consolidated Omnibus Budget Reconciliation Act (COBRA) gives workers and their families who lose their health benefits the right to choose to continue group health benefits provided by their group health plan for limited periods of time under certain circumstances such as voluntary or involuntary job loss, reduction in the hours worked, the transition between jobs, death, divorce, and other life events. Qualified individuals may be required to pay the entire premium for coverage up to 102% of the cost to the plan."

Department of Hawaiian Home Lands COVID-19 Emergency Rental Assistance Program - [Click Here!]

DHHL rental relief program provides rental assistance for Applicant Waiting List beneficiaries. Eligible native Hawaiians both on and off Hawaiian Home Lands who have experienced a loss of income or job as a result of COVID-19 may receive assistance for the payment of their security deposit and/or rent for up to six months. Applicants must have already been on DHHL's Waiting List as of December 31, 2018.

State Children's Health Insurance Program (SCHIP) - [Click Here!]

The Children's Health Insurance Program (CHIP) is a partnership between the federal and state governments that provides low-cost health coverage to children in families that earn too much to qualify for Medicaid. In some states, CHIP covers pregnant women. Each state offers CHIP coverage, and works closely with its state Medicaid program.

HEALTH CARE

MedQuest - [Click Here!] (You may also <u>click here</u> to find more helpful information) Mission: to empower Hawai'i's residents to improve and sustain wellbeing by developing, promoting and administering innovative and high-quality healthcare programs with aloha.

Low-cost/no cost local health care services for adults and children - Click Here!

Insurance for children if parents don't have coverage for them - Click Here!

Hill-Burton free or low-cost hospitals/medical facilities - Click Here!

Hawaii Dental Service (HDS) - Click Here!

Medi-Cal [Click Here!]

Medi-Cal is the name for the Federal Medicaid Program in California. If you have limited income and resources, the Medi-Cal Program provides comprehensive health coverage to you and your family for free or low-cost. If you need health benefits, you can apply for Medi-Cal anytime throughout the year.

Covered California [Click Here!]

More financial help for just about everyone. It's true: Health Insurance now costs even less. Enroll today!

HMSA - [Click Here! Call toll free - (866) 939-6013]

HMSA's Online Care - Taking care of your emotional wellbeing is easier than ever. With HMSA/s Online Care, you can meet with a behavioral health care provider in the comfort and privacy of your home. Providers include psychiatrists, psychologists, licensed marriage and family therapists, mental health counselors, and social workers. Download the "HMSA Online Care" in the Apple or Google Play Store or access it from your computer <u>Click Here!</u>.

KAISER PERMANENTE - Click Here!

Care by phone or online Self-care resources and tools Local facility updates Loss-of-coverage information Hawaii Department of Labor and Industrial Relations unemployment claims Aloha United Way 211 National Domestic Violence Hotline at 1-800-799-7233 Domestic Violence Action Center: Call: 808-531-3771, toll-free: 1-800-690-6200, or text 605-956-5680 Childhelp National Child Abuse Hotline (24 hours) at 1-800-422-4453 The Parent Line Call: 808-526-1222 or 1-800-816-1222 The Parent Line Crisis Services

BEHAVIORAL HEALTH CARE

Substance Abuse and Mental Health Services Administration Website - [Click Here!] For sliding fee or no cost mental health services

PRESCRIPTION ASSISTANCE PROGRAMS

Partnership for Prescription Assistance - [Click Here! Phone: (888) 477-2669]

A program sponsored by drug companies, doctors, patient advocacy organizations, and civic groups. It helps low-income, uninsured patients get free or low-cost, brand-name medications.

RxAssist - [Click Here!]

An online database of drug company programs that provide free or affordable drugs and copay assistance.

RxHope - [Click Here!]

A web-based resource where you can search by medication to find assistance programs.

RxOutreach - [Click Here!]

A mail-order pharmacy for people with little to no health insurance coverage.

NeedyMeds - [Click Here!]

A nonprofit group that has an extensive database of information about patient assistance programs, state assistance, drug discount programs, and free or low-cost medical care. Search the database for free on its website. The site also has information on thousands of programs to help consumers through the application process.

Pet Insurance - [Click Here!]

Put simply, when you take your dog or cat to the veterinarian, pet health insurance reimburses you on the veterinary bill for eligible expenses. Eligible expenses depend on the coverage of the plan you purchase. Union members can save up to 10% off any BestBenefit Accident & Illness plan — which is the most popular and comprehensive plan. Or choose an Accident Only Plan which is only \$6/mo for cats and \$9/mo for dogs, regardless of the pet's age or breed.

MISCELLANEOUS

Union Plus - Click Here!

There is a suite of scholarships, educational discounts, and loans available for union members. 2022 applications now available.

Empower Retirement (401K) - [Click Here!]

National Foundation for Credit Counseling - [Click Here!]

"If you are experiencing financial trouble due to COVID-19, we have a new program for you! We can help you skip one to three months of payments with most of your creditors."

NGP Supplemental Benefits -

https://www.ngp-ins.com/contact

- Premiums are suspended during your leave/furlough for up to a maximum of 6 months.
- The leave/furlough periods do not need to be consecutive the suspension of premiums is for a combined total of 6 months.
- Once premiums have been suspended for a total of six months, you can continue your supplemental benefits coverage (with the exception of short-term disability) by paying premiums directly to CAIC.
- If you return to work, please contact NGP to ensure your payroll deductions are restarted.

UNION PLUS

National Group Protection (NGP) - [Click Here!] [Phone: (800) 344-9016 Email: Click Here!]

NGP liaises for the AFA-CWA Supplemental Insurance Plans through CAIC. Should you have any questions regarding your plan/s and any claims, please reach out to NGP.

New Interdisciplinary Studies/Humanities Program

A new degree in Interdisciplinary Studies/Humanities is now available through the Union Plus Bachelor's Degree Completion program. This is a flexible degree that builds strengths in multiple fields, in areas such as English, History and Communications. Through the program, union members and their families can complete their bachelor's degree online free of charge*. You don't have to pay for tuition, fees or e-books. Classes are offered at Central State University, a regionally, accredited academic institution.

If you are unemployed, furloughed or laid off, — you and your extended family members are all eligible to enroll in the Bachelor's Degree Completion program with no cost. Get started by calling 888-897-9671 or enrolling online for 2022, <u>Click Here!</u>

GENERAL RESOURCES

Women, Infants, Children (WIC) - [Click Here!]

The Special Supplemental Nutrition Program for Women, Infants, and Children (WIC) provides federal grants to states for supplemental foods, health care referrals, and nutrition education for low-income pregnant, breastfeeding, and non-breastfeeding postpartum women, and to infants and children up to age five who are found to be at nutritional risk.

Catholic Charities - [Click Here!]

Serving Hawai'i since 1947, Catholic Charities Hawai'i provides a wide range of social services with dignity, compassion, social justice, and a commitment to excellence. Through programs and advocacy efforts, Catholic Charities Hawai'i serves all people, especially those with the greatest need, regardless of their faith or culture. As part of the largest private network of social service organizations in the United States, Catholic Charities Hawai'i offers much needed programs and services statewide, serving 40,000 individuals each year. This group also helps with Rental Assistance for those in need.

AFL-CIO [California Residents: <u>Click Here!</u>] [Hawai'i Residents: <u>Click Here!</u>]

"The AFL-CIO is the largest federation of unions in the United States. It is made up of fifty-five national and international unions, together representing more than 12 million active and retired workers". Find resources and guidance from leading experts, government agencies and America's unions regarding the COVID-19 pandemic, with recommendations to limit its impact on working families.

Supplemental Nutrition Assistance Program (SNAP) - [Click Here!]

"SNAP provides nutrition benefits to supplement the food budget of needy families so they can purchase healthy food and move towards self-sufficiency."

California United Way - Click Here!

Salvation Army Emergency Food Assistance - [Click Here!]

The Salvation Army provides food and emergency assistance and other resources.

YMCA - <u>Click Here!</u>

Association of American Retired Persons (AARP) - [Click Here!]

AARP is a nonprofit, nonpartisan membership organization for people age 50 and over. AARP is dedicated to enhancing quality of life for all as we age. We lead positive social change and deliver value to members through information, advocacy and service. AARP The Magazine addresses the needs and concerns of the 50+ population, including the 76-million-strong Baby Boomer Generation. AARP.org has information on a broad range of topics, including AARP's public policies, answer to financial planning questions, guidance on health on wellness, tips for coping with difficult life transitions, as well as opportunities to contact government officials and participate in discussion groups.

DEPARTMENT OF EDUCATION (DOE) - `Ohana Help Desk - [Click Here!]

"Hawaii's public school students and their parents will be able to get technical assistance at home - in multiple languages - through a new `Ohana Help Desk this academic year. The DOE launched the assistance center last week, billing it as the first comprehensive, statewide technology help desk for public school students and families."

`Ohana Help Desk Hours by phone at **(808) 643-DESK (3375)** on-line, 24 hours, 7 days a week Mondays through Fridays from 700 am - 800 pm and Sundays from 400 - 800 pm The Help Desk will be closed on Saturdays and State Holidays

Central California Food Bank - Food Distribution Calendar - [Click Here!]

We are dedicated to ending hunger in Central California. We provide food to more than 220 agencies in Fresno, Madera, Kings, Kern and Tulare Counties and serve over 280,000 people each month totaling over 40 million pounds of food served in fiscal year 2019.

California COVID-19 Rent Relief (last updated 4/11/22) - Click Here!

California Food Bank - Click Here!

Northern California Wildfires - [Click Here!]

HAWAI'I RESOURCES

Aloha Diaper Bank - [Click Here!]

The mission of Aloha Diaper Bank is to raise awareness of diaper-needs in Hawaii and generate donations of dollars and diapers, so that all babies in Hawaii remain clean, dry and healthy. Aloha Diaper Bank is committed to supplementing families of low income and those in crisis with their critical diaper needs through our partner agencies, churches and organizations that support these families and their babies. Together we will work to end diaper need in Hawaii. There are various donation opportunities. Although the Program just completed a recent distribution this past weekend, they will have other distributions in the future.

Blood Bank of Hawaii - Donations Needed - [Click Here!]

BBH is open daily because 200 blood donors are needed a day. Blood type O is urgently needed by Hawai`i hospitals. Type O and all blood donors, we need you. We have five donation sites here on Oahu. Please provide the Hawaiian Airlines Association of Flight Attendants Lifesaver Club group code (2900) upon registration.

Hawai'i Utility Bill Assistance Program - Aloha United Way, [Click Here!]

There is a statewide Hawaii Utility Bill Assistance Program for one-time assistance for utilities up to \$750. Hawaiian Electric is the founding sponsor. The program will be administered through AUW on Oahu in partnership with Hawaii's local UW chapters. Please click on the link below for details on this program.

FOOD PROGRAMS [HAWAII]

Hawaii Food Pantries (state-wide) - [Click Here!]

List of local congregations and community groups providing food distribution. Sites may define requisites – e.g. requires ID, serves Mō'ili'ili area (96826), or requires an appointment for pick up. Some sites may be closed due to logistics and supply, please call the site for more information.

CHILD CARE

Programs For Your Family, YMCA – [Click Here!]

The Preschool Open Doors (POD) - [Click Here!]

This program is a separate subsidy program with limited funds that provides services state-wide to families sending their children to a licensed preschool during the school year prior to kindergarten entry. The goal of POD is to promote school readiness for children and focuses on meeting the needs of the child. Parents are not required to have an eligibility activity, unlike the CCCH Subsidy program, but they must meet income and other eligibility requirements. For POD, there is a time-limited application period established and published each year.

Child Care Connection Hawai'i - [Click Here!]

A subsidy program helps low-income families to sustain their employment, education, educational efforts, and job training by paying a subsidy for their children who are in the care of DHS-approved childcare providers. Unless childcare is required for protective purposes, families must meet income *and* activity requirements to qualify for this subsidy program.

CALWORKS Child Care [Click Here!]

The California Work Opportunity and Responsibility to Kids (CalWORKs) Child Care Program is managed by the California Department of Social Services and the California Department of Education in three stages for children through age 12 or children up to age 21 with an exceptional need or severely disabled. If you are receiving CalWORKs cash aid, we may help you with childcare for 12 months.

COVID INFORMATION AND TESTING RESOURCES

City & County of Honolulu: Honolulu COVID-19 webpage: <u>Click Here!</u> COVID-19 Vaccine Information: <u>Click Here!</u>

Hawai'i County

Hawai'i County COVID-19 webpage: Click Here!

Kaua'i County Kaua'i COVID-19 webpage: <u>Click Here!</u>

Maui County

Maui County travel and COVID-19 information: Click Here!

VIRTUAL RECOVERY PROGRAMS

Flight Attendant Drug and Alcohol (FADAP)

Job Uncertainty and Your Sobriety - 2020 has been an incredibly tough year for everyone. The level of changes and uncertainty in the airline industry have been historical. As you navigate these challenging times, protecting or achieving sobriety can be difficult. The attached supportive advice offered by an expert physician who has treated many Flight Attendants may be helpful to you, especially at this time. **Dr. Nelson's Message to FADAP** -<u>Click to watch this Video!</u>

Wings of Sobriety Telephonic Meetings

Telephonic meetings are open to all Flight Attendants who are exploring their need for or seeking recovery from substance use disorders. Meeting times are scheduled on Wednesday at 900 am/HST (1200 pm/PST) and Sunday at 1100 am/HST (200 pm/PST). Each meeting will last between forty-five (45) minutes to one (1) hour. Conference Call-In number: **1 (855) 544-2320**

Flight Attendant Drug and Alcohol Program - These programs offer online support and services

Alcoholics Anonymous - Click Here!

Cocaine Anonymous - Click Here!

LifeRing - Click Here!

In The Rooms - Click Here! (Online support through live meetings and discussion groups)

Marijuana Anonymous: Click Here!

Narcotics Anonymous - Click Here! (A variety of online and skype meeting options)

Self-Management and Recovery Training (SMART) Recovery - Click Here!

SoberCity - Click Here! (An online support and recovery community)

Sobergrid - Click Here! (An online platform to help anyone get sober and stay sober)

Soberistas - Click Here! (A women-only international online recovery community)

Sober Recovery - <u>Click Here!</u> (An online forum for those in recovery and their friends and family)